THE C. A. U. T. *Bulletin*

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THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

EDITORIAL BOARD, 1956-57

F. S. HOWES, *Editor-in-Chief*
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SOMETHING NEW HAS BEEN ADDED

Editorial

The problem of effective communication challenges all cooperative human activity; and when many people are involved, particularly when they are scattered over an area as large as Canada, the problem of communicating with them from a central office is especially difficult. Yet it is vital, if they are members of a growing movement, that a reciprocally helpful contact be maintained, and that the members be kept informed of how the movement goes. The first efforts toward organizing Canadian university teachers in 1950 were the beginning of such a movement; and the setting up of the C.A.U.T. in 1951 was an early stage in the attempt to facilitate communication and effectual relations linking university teachers throughout the nation. The first issue of the C.A.U.T. *Bulletin* in 1952 was another step. After three years of appearing in multilithed form whenever the National Secretary could find an opportunity to produce it, the *Bulletin* appeared last year in printed form for the first time. The "new look" made it appreciably more attractive and readable.

From the outset it was evident to those who worked on the *Bulletin* that it could contribute substantially to the development of a professional consciousness among Canadian university teachers. It was equally clear, however, that more time would have to be devoted to its content and production than could ever be given in spare hours by the National Secretary. This year the *Bulletin* is being produced by an Editorial Board. In this way, the national officers are relieved of one large responsibility, and a better *Bulletin* will serve its purpose more fully and faithfully than ever.

FEDERAL GRANTS AND THE QUEBEC UNIVERSITIES

René Tremblay

The problem raised in the Province of Quebec by the Canadian Government offer of grants to the N.C.C.U. is a very complex one and has economic, political and social aspects. I do not intend to review the debate which is carried on throughout the Province. The most important outcome of this discussion has been the joint statement issued by the four Associations of University Professors of the Province: Laval, Montreal, McGill and Sir George Williams College. For the first time, the four Associations have met and taken joint action on University problems. This is a first step, and it seems that it will be followed by the establishment of a permanent council of University Professors of the Province of Quebec to study their common problems. Those associations announced three principles which will be the basis of future action.

Here is the English version of this statement:

1. University professors through their professional associations have the duty to express publicly their opinion on all matters that concern the universities. This right springs from their essential rôle in the life of the university.

2. The crisis created by the financial proposals now being discussed is not primarily one of university income: the central problem is one of academic freedom. The issue is the exercise of an intellectual function which cannot be indifferent to the material, social, economic and political conditions under which it is carried on.

3. The pressing needs now felt by the universities and the even greater demands that will be made on them in the near future render a permanent solution more necessary than ever. University autonomy will be greatly strengthened by a system of statutory grants.

Issued jointly by the Association of University Professors of Laval, Montreal, McGill, and Sir George Williams College.

Pour différentes raisons, les associations autres que celle de Laval n'ont pas cru opportun de faire connaitre publiquement leur position à l'égard des octrois fédéraux.

Le 29 octobre, l'Association des Professeurs de Carrière de l'Université Laval votait la résolution suivante où elle se déclarait en faveur des octrois fédéraux à la N.C.C.U.

1. ATTENDU QU'en l'absence de décision claire et précise de la part des tribunaux compétents au sujet de la constitutionnalité ou de l'inconstitutionnalité du projet d'octrois fédéraux aux universités canadiennes, la décision d'accepter ou de refuser ces octrois doit être prise à la lumière d'autres critères que des critères purement juridiques;

2. ATTENDU QUE l'Université Laval est une université privée, qu'elle est, en droit, régie par sa charte, que cette charte ne lui interdit en rien d'accepter des octrois de quelque source que ce soit;

3. ATTENDU QUE l'apport des universités est indubitablement à l'échelle nationale et internationale, une contribution à l'avancement des diverses sciences et disciplines, avancement bénéficiable, à travers la communauté nationale, à la collectivité humaine tout entière;

4. (a) ATTENDU QUE les universités remplissent, dans la société, une fonction publique, et que cette fonction n'est pas rentable;

   (b) ATTENDU QUE cette fonction publique, pour être assurée adéquatement, requiert des fonds que les universités doivent se procurer auprès de la collectivité tout entière;

5. ATTENDU QUE les besoins financiers des universités ne peuvent que s'aggraver avec l'accroissement des services que la population attend de ces institutions, en particulier dans un pays en pleine expansion économique;

6. ATTENDU QUE par la diversification des sources de revenu des universités on sauvegarde la liberté académique et l'indépendance de ces institutions.

L'Association des professeurs de carrière de l'Université Laval demande que:

1. Le projet du Gouvernement du Canada de verser des subsides annuels aux universités, par l'intermédiaire de la Conférence Nationale des Universités Canadiennes, soit réalisé dans la Province de Québec comme dans les autres provinces du Canada;

2. Qu'un système cohérent et efficace d'aide aux universités soit institué qui prévoit la collaboration de l'Etat, sous forme de subventions statutaires, et de l'entreprise privée;

3. Que les autorités provinciales, de concert avec les universités, instituent le Conseil provincial des universités suggéré par l'Association des professeurs de carrière de l'Université Laval dans son mémoire à la Commission Tremblay.

Adopté à une assemblée générale régulière tenue le 29 octobre 1956.

CANADA'S CRISIS IN HIGHER EDUCATION

The N.C.C.U.'s Conference, November 12-14.

H. W. McCready

The conference on Canada's Crisis in Higher Education, sponsored by the National Conference of Canadian Universities, was held in Ottawa

on Nov. 12-14. It may indeed prove, as the Prime Minister, the Rt. Hon. Louis St. Laurent, said in his speech at the conference dinner "to be the most important in this field ever held in Canada." It came as the culmination of two years of intensive study of the prospects of the Canadian university and as the culmination also of two years of sustained promotional and public-relations enterprise on the part of university administrations. Canada has, perhaps, seen nothing to equal the latter as an essay in the engineering of consent since the day of Victory Loans in World War II.

Representation at the conference was invited from all member institutions of the N.C.C.U., from departments of both federal and provincial governments and from a number of national organizations concerned either in a professional or in a philanthropic sense with higher education. The C.A.U.T. was represented by two delegates—its President, H. W. McCready (McMaster) and Professor René Tremblay (Laval). Two other members of the Association appeared on the programme presenting prepared papers—Professor V. C. Fowke whose paper was entitled "Salaries and Related Conditions of Employment in Canadian Universities"; and Professor Arthur Tremblay who reported on "Who Goes to College: French Canada".

The essence of Canada's crisis in higher education and the major theme of the conference was agreed to be the fast-approaching expansion of university enrolments and the problems of admission policy, buildings and staff to which the growth of undergraduate population will give rise. Needless to say all these related problems of the near future involve money in one way or another, and estimates for dollars were therefore as prominent at the conference as those for students. More than one speaker boasted, in effect, that there is nothing wrong with Canadian higher education that money can't cure.

Reviewing the papers and discussions of the conference from the standpoint of the interests and concerns of the teaching staff suggests a number of matters for comment in this brief report. Most striking, perhaps, were the estimated requirements of new teaching staff in the next ten years. Estimates collected by President C. T. Bissell placed the enrolment of full-time undergraduates in all Canadian universities and colleges at the figure of 123,573 in 1965-66—an increase over 1955-56 of 58,259. Staff estimates call for 9,725 full-time teachers in 1965-66—an increase of 5,755, or 63%, over 1955-56, and this without making any provision for replacements made necessary by reason of death and retirement. Since approximately 60% of total university expenditure today is on staff salaries the bill for this one item of expansion will be substantial. The enlarging of the teaching staff raises in acute form, however, not only the question of dollars but also that of recruitment. This problem, which is of most direct concern to all faculties and faculty associations, was given full and close attention in the fourth general session of the conference. It was analysed by Professor A. S. P. Woodhouse (Toronto) for the Humanities, by Dean P. Gendron (Ottawa) for the Physical and Natural Sciences, and by Professor B. S. Keirstead (Toronto) on behalf of the Social Sciences. Not even the barest summary of their conclusions and recommendations can be attempted here. Two points alone can be noted. First, all who took part in this session of the

conference, whether reading papers or commenting from the floor, displayed a clear appreciation of the importance of higher faculty salaries as a factor in the recruiting of new staff and the holding of old staff. Second, several speakers expressed concern over the serious, even likely, possibility of a lowering or dilution of standards in the university teaching profession during the next ten years by the admission to its ranks of a great number of sub-standard teachers in order to meet the increases in enrolment.

Implicit in these matters, though not discussed at the conference, is another prospect that must be of vital concern to the teaching staffs of Canadian Universities—the prospect of a shift in staff-student ratios that may take place in the course of the next ten years. In 1955-56 the ratio of full-time staff to full-time undergraduates preparing for degrees was 1/10.94. The ratio will move, if the forecasts made by the university administrations are realized, to 1/12.7 in 1965-66. The latter figure assumes that the universities will be able to find all the additional staff they need by that date, an assumption upon which some doubt rests. If new recruits are not attracted to the profession in the numbers mentioned above the ratio may easily reach and surpass the position that was found so nearly lethal in the years of veteran enrolment after World War II.

The problems of getting and keeping adequate teaching staff, of maintaining the profession's standards of quality, and of keeping the staff-student ratio to a moderate load will all be affected in the next ten years, to some degree at least, by American competition. This point was made by more than one speaker, but most emphatically by President Sidney Smith who recounted the experience of his own university in the last academic year. Twenty-five American forays for the purpose of recruiting senior University of Toronto staff had been made with the result of six losses, one of them a classicist whose Toronto salary was more than doubled by the American bidder. The prospect for the next ten years is that this competition will become more intense.

The paper on "Salaries and Related Conditions of Employment" by Professor V. C. Fowke, Past-President of the C.A.U.T., was well received by the conference and no significant criticisms of his argument were made in the discussion which followed the paper. It was the conviction of the C.A.U.T.'s delegates that the conference as a whole was well aware of the seriousness of the salary question, both now and for the ten years to come, and that the university administrators in general were sympathetic and well-disposed toward faculty initiatives in the direction of salary improvement.

The matter of federal grants was prominent in the closing session of the conference. Statements in favour of federal assistance to universities and colleges were made by President N. A. M. MacKenzie, Principal Cyril James, Mgr. Lussier, and, on behalf of the N.C.C.U., by President G. E. Hall. The resolution passed by the C.A.U.T.'s Executive Council approving the principle of federal aid to higher education and expressing hope that all Canadian universities might share in such grants was reported to the session by Professor McCready and, following him, Professor René Tremblay read the resolutions on the same matter that had recently been adopted by the Laval University faculty association.

RESOLUTIONS ADOPTED AT THE CONCLUSION OF THE NATIONAL CONFERENCE

on

"Canada's Crisis in Higher Education"

Chateau Laurier, Ottawa, Ontario

November 14, 1956

Resolved that the following nine resolutions be adopted and that copies of the same be sent to the Government of Canada and to the governments of the provinces.

1. *Whereas* the representatives of the universities of Canada, in conference for three days in Ottawa to discuss "Canada's Crisis in Higher Education", already deeply concerned by the current difficulties of the universities in maintaining their present position, and now confronted with the trustworthy predictions that the demand for enrolment in Canadian Universities will at least double in less than ten years and may easily outrun that careful estimate, and keeping in mind the great increase in staff, in buildings and in financial resources soon to be required to sustain the standards of higher education in Canada,

be it resolved that:

the representatives of the universities of Canada express their considered opinion that it is their urgent duty to warn the people of Canada that the problem of the universities has become an emergency of grave national concern, to the certain disadvantage of our progress and standing as a nation, and can only be solved by the energetic and immediate assistance and co-operation of all governments in Canada, of business and industry, and of private benefactors.

2. Resolved that the members of this conference attach fundamental importance to that part of the Prime Minister's address in which he stated:

"We do not consider for a moment that our assistance should be looked upon as the true measure of the value of all the immense services which are being provided through the universities or of the extent of their pressing needs. We are confident that all Provincial governments will continue to increase the important contributions they are already making in these fields."

Without such additional and increasing provincial aid the universities cannot hope to solve the crucial problems now confronting them.

3. Resolved that the conference hopes that all universities and colleges which are or will become members of the National Conference of Canadian Universities will be able to benefit directly as well as indirectly from the implementation of the proposals outlined by the Prime Minister.

4. Resolved that the income and succession duty taxes, both provincial and federal, should be revised to provide more inducement to citizens, to business and to industry in Canada to make larger and more frequent grants to universities.

5. Resolved that Central Mortgage and Housing Corporation legislation and regulations should be amended to allow the Corporation to loan money to the universities on the most favourable possible terms to permit them to construct residences for students and housing for married students and staff on a self-liquidating basis.

6. Resolved that the Executive of the National Conference of Canadian Universities be urged to accept immediately the invitation to develop means to work in co-operation with the Industrial Foundation on Education.

7. Resolved that it is the opinion of the conference that in most departments and divisions of the member institutions the ratio of staff to students is even now lower than it should be for education of the highest quality and should not be allowed to fall still lower as the number of students increases and as competition with government and industries (and other countries) for highly qualified personnel becomes increasingly severe; every effort should therefore be made to make the educational profession more attractive through better salaries, and to encourage able young men and women to enter it.

8. Resolved that it is the opinion of the conference that even if the anticipated increase in demand for admission to the member institutions can be met, there will still remain a very large number of Canadian boys and girls who will not present themselves as candidates for admission but whose abilities are such that their higher education would be beneficial and profitable not only to themselves but to the nation. The conference therefore believes that every effort should be made (especially by the establishment of additional scholarships, bursaries, and loan funds) at high school as well as at college and post-graduate levels, to identify, encourage and support young people who have the will and the ability to profit by further education.

9. Resolved that the conference commends to the attention of provincial governments the desirability of establishing more institutes of technology comparable to the Ryerson Institute of Technology in Ontario, and other institutions for vocational and technical training at a non-university level.

(Note: Four resolutions of thanks have been deleted to save space.)

The above thirteen resolutions were presented separately and all were adopted unanimously.

Dean J. F. Leddy,
University of Saskatchewan
Chairman of the Resolution Committee

STAFF-STUDENT RATIOS

It is anticipated that Canadian Universities will, in the next ten years, be beset by an unprecedented flood of students, and that enrolments will rise steeply. It will thus be a problem of major proportions to enlarge the teaching staffs enough to ensure that they will not be overwhelmed by the students who must be served. It was with this in view that the N.C.C.U.'s Ottawa conference of November 12-14, 1956, resolved "that it is the opinion of the conference that in most departments and divisions of the member institutions the ratio of staff to students is even now lower than it should be for education of the highest quality and should not be allowed to fall still lower as the number of students increases and as competition with government and industries (and other countries) for highly qualified personnel becomes increasingly severe; every effort should therefore be made to make the educational profession more attractive through better salaries, and to encourage able young men and women to enter it."

Staff-student ratios have fluctuated in Canada during the past twenty-five years from a high of 1:8 in the mid-thirties to a low of 1:14 during the veteran enrolment at the close of World War II.

The ratios given below are for those institutions which have faculty associations affiliated with the C.A.U.T. They are based on figures for full-time staff and full-time undergraduates working for degrees in 1955-56, and on estimates made by university administrations for 1965-66. They may be compared with the national ratio for 1955-56 of 1:10.94 and for 1965-66 of 1:12.7.

The ratios reached by 1965-66 may easily go far beyond the figures indicated here. While the legions of new students will probably come up to estimates, there is doubt about where all the needed new staff will come from; and the pressure on university teachers may therefore surpass that of the post-war years.

Trends for particular institutions in relationship to the national averages are the significant aspect of these statistics; comparisons between institutions can be made only with difficulty. Detailed breakdowns are available.

Source: C. T. Bissell, "A Statistical Approach to Canada's Crisis in Higher Education"—a paper presented to the N.C.C.U. conference on Canada's Crisis in Higher Education, Ottawa, Nov. 12-14, 1956.

	1955-56	1965-66
Canada	1:10.94(5970:65,314)	1:12.7(9725:123,573)
Alberta	1:15.8(236:3722)	1:15.4(428:6600)
U.B.C.	1:15.6(411:6403)	1:20.6(683:14,100)
Carleton	1:11.4(43:493)	1:9.3(126:1175)
Dalhousie	1:16.4(89:1465)	no estimates
Laval	1:9.9(631:6275)	1:11.6(1010:11,775)
Manitoba	1:14.6(284:4142)	1:14.9(475:7115)
McGill	1:13.5(433:5852)	1:12.4(672:8350)
McMaster	1:11.9(91:1089)	1:13.4(186:2500)
Memorial	1:10.5(55:581)	1:9.6(126:1215)
Montreal	1:14.9(646:9652)	1:13.5(1024:17,890)
U.N.B.	1:11(93:1022)	1:12.2(180:2200)
Ottawa	1:11(140:1551)	1:14.5(211:3072)
O.V.C., O.A.C.	1:5(225:1136)	1:6(330:2000)
Queen's	1:15.2(161:2459)	1:16.6(240:4000)
Saskatchewan	1:10.6(258-2753)	1:12.3(324:4009)
Toronto	1:6.8(1470:9944)	1:6.8-8.8(2200:15,080-19,470)
U.W.O.	1:13.2(171:2255)	1:15.4(332:5120)

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

MEETING OF THE EXECUTIVE COUNCIL HELD AT THE CHATEAU LAURIER

OTTAWA, NOVEMBER 11, 1956, BEGINNING AT 10.00 A.M.

The following brief report on the November meeting of the Council has been included in this issue of the Bulletin in order that members may know who were present and what business was transacted at this meeting.

(1) **Present as Members:** Professors W. H. McCready (McMaster), President; V. C. Fowke (Sask.), Past-President; M. S. Donnelly (Man.), Vice-President; N. D. Lane (McMaster), Secretary; R. C. McIvor (McMaster), Treasurer; F. S. Howes (McGill), Editor of the Bulletin; W. C. Gibson (B.C.); J. E. L. Graham (McMaster); K. C. Fisher (Toronto); H. Alexander (Queen's); W. J. McDougall (Carleton); L. Piché (Montreal); J. C. Weldon (McGill); J. O'Brien (Sir George Williams); R. Tremblay (Laval); G. K. Goundry (Memorial).

(2) **Others in Attendance:** Professors W. Balderston (Western); R. W. Shuel (O.A.C.); W. C. Raymore (Toronto); Pauline Jewett (Carleton); V. Linis (Ottawa); L. A. Madonna (Ottawa); P. Lacoste (Montreal); J. R. Mallory (McGill).

(3) The N.C.C.U. had requested that the C.A.U.T. appoint two delegates to the conference on the Crisis in Higher Education to be held in Ottawa, November 12, 13 and 14. Professor McCready and Professor R. Tremblay agreed to represent the C.A.U.T. In addition to these, Professor V. C. Fowke, Past-President of the C.A.U.T., was to give a paper entitled "SALARIES AND RELATED CONDITIONS OF EMPLOYMENT IN CANADIAN UNIVERSITIES", and Professor A. Tremblay was to give a paper entitled "WHO GOES TO UNIVERSITY: FRENCH CANADA".

(4) The C.A.U.T. has shown a steady growth and with the formal affiliation of more local faculty associations expected shortly (the University of New Brunswick, the Ontario Agricultural College, the University of Ottawa, and the University of Western Ontario), the C.A.U.T. will include the faculty associations of all the major Canadian universities. The Royal Military College has become interested in the C.A.U.T., and a number of the R.M.C. faculty are expected to join as individual members.

Federal Grants: Professor McCready stated that the position of the Quebec universities, the means of distributing federal funds, and the extent to which these funds are to be used for salaries, were of concern to the C.A.U.T.

Professor Mallory reviewed the background of the federal grants problem and recalled that Prime Minister St. Laurent had proposed

increasing the grants to universities to one dollar per capita, and turning the funds over to the N.C.C.U. for distribution. Professor Mallory stated that Canadian Universities need federal aid, that the federal government must take its part in financing Canadian Universities, that federal grants should be universally accepted, and that the issue was one of university freedom and autonomy. Professor Mallory recalled that the Massey Report had indicated the legality and desirability of federal aid to universities. Professor Mallory stated that since the N.C.C.U. was now a passive agent, and would have to be incorporated before it could handle federal funds, the C.A.U.T. should re-examine its position relative to the N.C.C.U.

After some discussion it was generally agreed that the C.A.U.T. should remain independent of the N.C.C.U.

It was moved by Professor Mallory, seconded by Professor Donnelly, that representatives of the C.A.U.T. at N.C.C.U. proceedings should watch closely any reconstitution of N.C.C.U. to ensure adequate expression of views of the C.A.U.T. Carried.

There was a discussion on the relative advantages of statutory provincial grants. In particular, the need for knowing that some basic grant could be counted on in budget planning was contrasted with the need for flexibility in a period of increasing requirements.

Professor McCready suggested that a basic statutory grant coupled with a supplementary and increasing executive grant subject to yearly review might come close to meeting both needs.

It was moved by Professor Mallory, seconded by Professor Tremblay, that the C.A.U.T. affirming the close connection between university autonomy and adequate financial provision for the universities;

(a) Welcomes proposals to increase federal grants and hopes that they will be accepted by all Canadian Universities.

(b) Welcomes proposals to set up an Industrial Foundation on Education Inc. to raise funds from private sources and allocate them to Universities. Carried.

Quebec Regional Council: Professor Mallory reported that the Quebec Associations of the C.A.U.T. had found great value in consultations to discuss the problem of federal grants to Quebec universities.

It was moved by Professor Tremblay, seconded by Professor Gibson, that the C.A.U.T. approve the formation of Regional Associations, to facilitate common discussion and action on regional problems. Carried.

National Salary Scale: The past-president, Professor Fowke, recalled that when he had appeared before the Gordon Commission to present the C.A.U.T. Brief, the chairman, Mr. Walter Gordon, had expressed the view that the teaching profession always set their sights too low; that the C.A.U.T. should agree on a national salary scale which would put university salaries where they should be; that the C.A.U.T. should be increasingly vigorous if it wants to accomplish this objective; and that this was the appropriate time for the C.A.U.T.

to fight an offensive action. Professor Fowke stated that the adoption of a suitable salary scale was more important than ever because of the prospective increase in federal grants.

Professor Fowke stated that since many categories of university faculties are out of touch with the market, the market is not always adequate to determine university salaries and that these are generally determined by university administrators rather than by the market.

Professor Fowke stated that recent increases had not even made up for the decrease in the purchasing value of the dollar since 1939 in many categories of faculty and that university teachers had not yet begun to share in the 68% increase in productivity per capita or the 89% increase in productivity per worker in Canada since that time.

Professor Fisher produced a report from the Toronto Association based on inflationary studies and productivity analysis which indicated that the present minimum schedule should be of the order of 6,500, 9,000, 11,500, and 15,000 for the four ranks.

Professor Howes stated that in the next ten years, to maintain present standards, 6,000 additional full-time faculty would be required in Canada, not counting normal retirement and the movement of professors from the university to government and industry; 200,000 would be required in the United States, and many in Britain and Europe. Professor Howes stated that the present rate at which qualified people were being graduated by the universities was insufficient to meet the needs of these countries.

It was moved by Professor Goundry, seconded by Professor Howes, that the C.A.U.T. adopt the national minimum salary scale:

Lecturer	$ 6,000
Assistant Professor	8,000
Associate Professor	11,000
Professor	14,000

and that this 1956 scale be implemented by Canadian Universities as quickly as possible. Carried.

Pension Policy: The president announced that the Pension Committee of the McMaster Association had made a preliminary report of a general nature on the characteristics of a suitable pension plan. Professor McCready asked that off-prints of papers appearing in the N.C.C.U. Proceedings, 1956, on pension policy, by W. J. Waines (Man.), N. A. M. McKenzie (B.C.), H. D. Woods (McGill), and W. O. Greenough (T.I.A.A.), be distributed to the local associations for study.

It was moved by Professor Fowke, seconded by Professor Graham, that the C.A.U.T. adopt the principle of a national pension plan for Canadian Universities, that the draft of the Pension Committee of the McMaster Faculty Association be circulated, and that a report be made to a further meeting of the C.A.U.T. Carried.

In addition to the above, the following agenda items were discussed:

(a) The National Office Project;

(b) Relations with the A.A.U.P.;

(c) Question of free tuition for faculty children;

(d) Date of the next annual meeting.

THE TEACHER SHORTAGE

F. S. Howes

It is now apparent that the real crisis facing university administrations in these days is not the shortage of space to house the expected influx of students, but the shortage of teachers to teach them. With double the registration we shall require double the staff—distributed as to rank and quality very much as our present staff is distributed—if our standards are not to fall. In Canada, this means that we must find another 5,000 to 6,000 full-time staff and about 4,000 additional part-time staff. During the next ten years or so, United States colleges and universities must find an additional 200,000 new university teachers. In Great Britain, the problem is similar. Where are these new teachers to come from?

Government and Industry pay higher salaries, offer better working conditions and greater fringe benefits than the Universities do, so that few individuals from these sources are likely to seek out academic appointments.

University teachers cannot be trained quickly. Even if we undertook to subsidize graduate students in order to build up a reserve of young teachers, the completion of formal academic training would take some years, and teaching experience would take still longer to acquire.

If, then, few teachers are likely to be available from the U.S.A. or from Great Britain; if few graduates are likely to return from government or industrial positions under present conditions of university employment; and if the time taken to train graduates for teaching jobs is too long for us to count on growing our own teachers as needed, what are we to do?

The answer seems to be that the Canadian universities must raise salaries, improve working conditions, and make fringe benefits much more attractive—*immediately*. If the university teaching profession becomes as attractive as other professions, there will be no lack of young candidates for junior teaching positions. In the meantime of course the more alert administrators will be the first to act, in order to maintain and enlarge their staffs. And since no pool of unemployed professors exists, the only immediately available supply is the staff of other universities. It follows, therefore, that long before the expected doubling of the student population has taken place, many of the teachers in most of the universities will have been invited to move elsewhere. While the prospect ahead surely has its cheerful side for many Canadian university teachers, who will find a new experience in this competitive bidding for their services, and a stronger hope that their bank balances will look less monotonously red, we shall

do well to remember that the changing situation will create new professional responsibilities and new risks for the morale of higher education in Canada. This race to obtain staff has already begun.

THE NATIONAL SALARY SCALE

The Executive Council of the C.A.U.T. which met on November 11th, adopted unanimously a National Salary Scale of $6,000, $8,000, $11,000 and $14,000 as "floors" for the academic ranks of lecturer, assistant professor, associate professor, and professor. Detailed rationalization of these figures may be found in C.A.U.T. publications, notably the brief presented to the Royal Commission On Canada's Economic Prospects and the forthcoming paper by Professor V. C. Fowke on "Salaries and Related Conditions of Employment in Canadian Universities". A condensed statement of the case is presented here.

1. Median salaries of Canadian University teachers in 1938 were:

	West	Central	Maritimes
Lecturer	—	no figures available	—
Assistant Professor	$2694	$2760	$2175
Associate Professor	3340	3612	2500
Full Professor	4328	4517	3000
Dean	5090	5090	3450

2. If university teachers enjoyed today the same relative economic status they had in 1938 their salaries would have moved upward in order (a) to compensate for inflation and (b) to distribute equitably the productivity gains of the Canadian economy. Between 1937-39 and 1953-55 inflation raised the consumer price index by 85% while the average real product of the Canadian worker (including university personnel) increased by approximately 90%. In order to secure to university teachers today their pre-war status the salaries of 1938 must, therefore, be multiplied by 3.5 (i.e., 1.85 x 1.9). This calculation may be carried out for each of the three regions but, since the figures for the Western and Central provinces are close, it would seem reasonable to take an arithmetical average of these two and regard the result as representative of the two regions. The Maritime figures lie so far below the others that they ought to be dealt with separately. The results follow:

	'38 Medians Average, West and Centre	'38 Medians x 3.5
Lecturer	—	—
Assistant Professor	$2727	$ 9544
Associate Professor	3476	12,166
Full Professor	4450	15,575
Dean	5090	17,815

3. Median salaries calculated as above would suggest the floors prescribed in the C.A.U.T's National Salary Scale, viz., $6,000, $8,000, $11,000 and $14,000.

4. These calculations, based on a projection of 1938 medians, assume (a) that the position enjoyed by the profession in 1938 was not unduly elevated or depressed; and (b) that the lag in the movement of university salaries since that date does not reflect a change in social philosophy or a drastic decline in Canadian society's valuation of the profession.

5. Progress toward the implementation of such a National Salary Scale will of necessity vary in pace from region to region and from one university to another and will everywhere require that university administrations have greatly increased financial resources at their disposal. The National Salary Scale must therefore be considered by local faculty associations in the light of local circumstances.

THE BRIEF TO THE GORDON COMMISSION

F. R. Scott

The Brief of the C.A.U.T. to the Royal Commission on Economic Prospects was presented at Ottawa last March by Professor V. C. Fowke, then President of the Association. Assisting at the presentation was Professor F. R. Scott of McGill University.

The Brief, which had been prepared by Professor Fowke and his associates at the University of Saskatchewan and later circulated to branches for approval, dealt in a very comprehensive manner with the constitution and purposes of the C.A.U.T., with the role of the university today and with the problems presented by the increase in teacher population in the near future. It dealt particularly with the impact of inflation on the real income of Canadian university teachers, and with the failure of teachers to share in the productivity gains of the Canadian economy. Much stress was laid on the need for a system of Federal scholarships. The specific recommendations in the Brief were as follows:—

1. That the Federal Government increase its grants to institutions of higher education to a minimum of one dollar per head of population in each province.

2. That efforts be renewed to secure the immediate establishment of the Canada Council as a means of providing machinery for the creation of a scheme of national scholarships.

3. That, since it is ordinarily assumed that the scholarship functions of the Canada Council will apply primarily if not exclusively at the level of post-graduate training, the Federal Government give careful consideration to the complementary need for undergraduate scholarships with a view to the early establishment of greatly extended financial assistance at this level of higher education.

4. That the Federal Government increase the maximum annuity purchasable under Dominion Government Annuity from $1200 to at least $2400.

5. That the necessary changes be made in legislative and administrative provisions to establish equities-type retirement plans within the category of approved pension plans for income tax purposes.

6. That the income tax law and regulations of the Federal Government be investigated with a view to the discovery and removal of specific discrepancies and inequities relating to university employment.

7. That the Commission give due weight in its deliberations to the importance to our society of the central function of universities, which is to seek knowledge for its own sake rather than for more limited ends, and that the Commission exert its influence wherever possible to assure conditions under which the universities, by performing this function, may play their proper part in shaping and sustaining our society.

The Brief was very favourably received by the Commissioners who seemed fully conscious of the need to support university education and teachers if Canada is to make the best of her resources in the years ahead. It was refreshing to hear the Chairman of the Commission tell us that we were setting our sights too low and that there was no reason why university salaries in Canada should be any less than they are in the United States. Professor Fowke was asked whether the C.A.U.T. had devised any model national scale of university salaries; from this suggestion grew the move to prepare such a standard to be aimed at in the near future.

The general impression left by the interview was that university teachers in Canada, far from asking too much, are asking for too little, and that they should bestir themselves more in their local communities to make their case known and to justify their claims by the larger role which they can play in National Affairs.

THE BRIEF TO THE FOWLER COMMISSION

J. R. Mallory

The Brief of the C.A.U.T., which the Executive Council had instructed members of the McGill Association to prepare, was presented to the Royal Commission on Broadcasting at its hearing in Montreal on September 13, 1956. The Brief was presented by Professor F. K. Hare, President of the McGill Association, accompanied by Professors F. R. Scott, F. S. Howes, and J. R. Mallory.

The Brief asserted that the C.A.U.T. has a direct interest in the future of broadcasting because "the opportunities for education in a university are largely conditioned by the general cultural level of the nation, and everything which affects the public taste and which operates as an educational influence in society has a direct bearing on the teaching

profession." Broadcasting, it was urged, "is a public trust to be used for the benefit of society, in the education and enlightenment as well as in the entertainment of its members."

It was recommended that the C.B.C. should continue to bear the responsibility for the national broadcasting service as a whole, and that its revenues should be adequate to the purpose. The benefits of broadcasting accrue to the country as a whole; for "the raising of public taste, the development of Canadian talent, and the spread of information all contribute to making Canada a better place in which to live. No one complains that public libraries should be financed from taxes merely because some elements of the population either buy their own books or choose not to read." The revenues of the C.B.C. were therefore a proper charge upon taxation. "Advertising revenue is a useful supplement to tax receipts, but the C.B.C. should not be pressed to expand this commercial service at the expense of distorting its programmes. Indeed . . . the C.B.C. has already gone too far in introducing advertising into its programmes, and the commercialization of the air should be reduced rather than expanded." It was urged that the income of the C.B.C. should be supplemented from general tax revenue. The Brief opposed the suggestion that the regulation of broadcasting should be entrusted to a board other than the C.B.C., because "the C.B.C. does not 'compete' with private stations; they are its agents to carry out part of the national policy . . . to create a new regulatory body is to imply that the private and the public interest in this field can be equated."

The Commission gave the C.A.U.T. representation a long and courteous hearing which took up nearly two hours. In oral presentation the delegation, whose principal spokesman was Professor Scott, further elaborated its views on the overriding public interest involved in broadcasting, and in the urgent necessity of enabling the C.B.C. to continue to have the autonomy and financial independence to carry out its responsibilities.

NINTH INTERNATIONAL UNIVERSITY CONFERENCE OF THE I.A.U.P.L.

H. Alexander

The ninth conference of the International Association of University Professors and Lecturers was held at Munich, September 3-8, 1956. Over 130 delegates from 28 countries were in attendance.

The main topics discussed were as follows:

1. The scientific and social responsibilities of the university teacher in relation to his academic independence, and the effect on a proper fulfilment of his task of those responsibilities, and of the pressure of outside work (e.g. research activities, student welfare, etc.).

2. The place of classical studies and the humanities in a general education.

3. The maintenance of the university tradition and the duties of a university teacher in such maintenance and in the means whereby training is undertaken by university professors of those who will succeed them in the occupancy of Chairs.

4. The conditions of employment of university teachers in countries other than their own, the contractual obligations involved on either side, and the mutual rights and duties incurred in such employment.

5. The relations between scientific research in the universities and in industry.

6. The status and careers of research workers and those engaged in the social sciences; and in particular a comparison of their status with that of their colleagues in the departments of the natural sciences and technology.

The programme outlined above will indicate the exceedingly broad scope of the discussions at this conference. Several of the problems indicated exist in our own universities, while others, e.g. the second part of Number 3, would hardly be considered a normal aim in Canadian universities. It will be noted that little time was spent on what might be called the 'trade union' aspect of associations of university teachers, while a great deal of emphasis was placed on the relation between the university teacher and the society in which he lives.

This relationship was underlined in a resolution passed unanimously by the Council of I.A.U.P.L.

> The Council of the International Association of University Professors and Lecturers, meeting at the conclusion of the Ninth University Conference held at Munich from September 3rd to September 8th, 1956, is happy to note that, throughout the proceedings of the conference, members from all countries there represented stressed the continued importance in the modern world of the ancient and imprescriptible principles of university freedom on which human progress so greatly depends; and hope that the Governments of all countries will be inspired by those expressions of principle to remove any remaining barriers to a full academic freedom.

The Canadian Association of University Teachers has now sent a delegate to the international conference of I.A.U.P.L. on three occasions. It would seem desirable to continue this international affiliation and to have representation of C.A.U.T. at the next I.A.U.P.L. conference, to be held in Brussels in September, 1958. The I.A.U.P.L. is also glad to welcome any Canadian university teacher at its London headquarters, 21 Dawson Place, London W.2.

EXTRACTS FROM THE PRESIDENT'S REPORT DELIVERED AT THE FIFTH ANNUAL MEETING OF THE C.A.U.T.

June 7th, 1956

V. C. Fowke

This is the fifth Annual Meeting of the Canadian Association of University Teachers. The Association has continued to show sound and steady growth. One year ago the individual membership, calculated on the basis of two dollars per capita, was approximately 1250. The corresponding figure for the present year is 1650. The total membership of affiliated local staff associations is approximately 2200. In addition, the national Association has some 50 members at institutions which either have no local associations or ones which are not affiliated with the C.A.U.T.

More significant even than the increase in individual membership is the continuance of organization of new local associations and their consistent desire, with one or two possible exceptions, to do their part in furthering the cause of higher education in Canada by affiliation with the national Association. There were less than half a dozen local staff associations in Canadian Universities when the Canadian Association of University Teachers was organized. A year ago I was able to report that fifteen locals were affiliated with the national Association. Today there are seventeen . . .

It is clear that the area of Canadian university and college life with which the C.A.U.T. is not formally associated is becoming smaller year by year. Nevertheless there remains scope for further desirable expansion on the part of the national Association, for the faculties of a number of important institutions both large and small are still without professional organization.

The Executive Council has just completed a day and one-half of meetings at which the attendance was particularly good, and the discussions most active and searching. Thirty delegates and observers were present from eighteen universities and colleges. A number of the matters under consideration by the Executive will be brought before this meeting for further discussion and decision.

It may come as a surprise to members to learn that a day and one-half proved to be quite inadequate to permit the Executive to conclude the business with which it was confronted. The incoming Executive faces a serious problem in the necessity of discovering a practicable formula for the disposal of essential business. The term "practicable" is important in this context. One might suggest that the Executive ought to meet semi-annually or even quarterly, but the practicability of such a suggestion would rest on an entirely different concept of financial responsibility among members than at present appears to exist.

The Association has maintained its contacts with similar organizations in other countries. The chief formal tie is that 'collaborative membership' in the International Association of University Professors and Lecturers which is presently maintained by the annual payment of a contribution of $100. Two years ago we were represented at the Eighth University Con-

ference sponsored by this organization and held in Vienna. The Ninth University Conference is to be held at the University of Munich in September and your Executive has authorized Professor Alexander, who is to be in Britain and Europe during the summer, to attend as your representative. We are informed that the Conference includes a number of plenary sessions. Members of the Association who expect to be within reach of Munich in the early part of September and who would be interested in attending as observers are urged to secure further details from the secretary.

The Canadian Association of University Teachers is at present co-operating with I.A.U.P.L. in the conduct of a study for UNESCO on the conditions of employment of university professors in countries other than their own. On the request of I.A.U.P.L. your Executive appointed a rapporteur with power to select a committee to assist him. Professor Mallory, the appointee, reported to the Executive in a preliminary way and his statement is to be referred to the incoming Executive for further action.

Last autumn Dr. Herbert Marshall, the Dominion Statistician, asked your Association to send a representative to a conference on the statistics of higher education to be held in Ottawa under the direction of the Dominion Bureau of Statistics. The proposed agenda indicated that the discussions would relate for the most part to the reporting and classification of student enrolment and the possibility of improving statistical services having to do with university attendance. It was felt that these were matters of more direct concern to university administrators than university teachers. Nevertheless the Executive felt that the invitation ought by no means to be neglected and, despite the fact that the Dominion Statistician could offer no assistance toward expenses, we agreed to have a representative present . . .

As we had anticipated, the discussions were of only minor direct concern to this Association because of their basic concentration on concepts and administration of educational statistics. Nevertheless, it is, in my opinion, well worth while having gone to some inconvenience in order to demonstrate a willingness on the part of the Association to assist in the consideration and resolution of matters which relate to the university teaching profession.

The Association took an important step forward during the past year in assuming its unquestioned right and duty to speak for those engaged in higher education in Canada in matters of national importance. On previous occasions the Association has made representations directly to the Government on specific issues. Without in any way supplanting this procedure, which for many purposes may be regarded as indispensable, the Executive in recent months established the additional practice of preparing submissions and presenting them at public hearings of royal commissions. The Executive made representations to two federal royal commissions during the year, the Gordon Commission on Canada's Economic Prospects and the Fowler Commission on Broadcasting; and I am confident that our successors in office will be able to count on the general approval of the membership for taking similar action whenever the opportunity may arise . . .

Retirement and pension plans for university teaching personnel have been among the hardy perennial topics for discussion by your Association and its Executive. You will recall the decision taken a year ago to request the National Conference of Canadian Universities to undertake a study of pension plans at Canadian Universities and to explore the possibility of achieving greater uniformity in pension prospects for university staffs. The N.C.C.U. agreed to undertake this study and appointed Dean W. J. Waines of the University of Manitoba as chairman of a committee to take charge of the enquiry. Your secretary wrote to the presidents of all local affiliates and urged them to assist Dean Waines by supplying all available relevant information, and in any other possible way. The Executive will keep the local associations informed about the progress of this study . . .

The C.A.U.T. *Bulletin* has been very much in the minds of the executive officers throughout the past year as, indeed, it has been since its first publication four years ago. Professor F. S. Howes, who initiated the *Bulletin* during his term of office as president of the C.A.U.T., envisaged it as an instrument capable of playing an important part in the development of a professional consciousness among university teachers . . .

Professor Howes' views regarding the *Bulletin* are fully shared by those who have followed him and his colleagues in office. The preparation and editing of this volume having continued to be merely one of the many tasks left with the president and secretary, it became necessary to sacrifice one issue during the past year to what appeared to be the more urgent job of preparing a brief for the Gordon Commission . . .

The firm conviction of the executive officers that the development of the *Bulletin* is of the utmost importance for the furtherance of the work of national and local staff associations in Canada prompted its inclusion among the agenda for discussion by the Executive Council. The incoming Executive is being directed to consider the *Bulletin* with particular reference to the advisability of establishing an editorial board for its further development.

This meeting brings me to the end of a second year and thus a second term of office as president of the C.A.U.T. It has been a great privilege to serve in this capacity in this young but vigorous and promising Association. I should like to express my deep appreciation for the co-operation of members of the Executive Council and particularly the Secretary and Treasurer, who have been most continuously under the pressure of Association work.

The tasks of the Secretary are, it seems to me, particularly strenuous. I am convinced that the Association must face at a very early date the absolute necessity of establishing a permanent national office with a competent and well-paid secretary in charge.

DIRECTORY OF EXECUTIVE OFFICERS
THE CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
1956-57

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DIRECTORY OF LOCAL ASSOCIATIONS
1956-57

Name of Local Association	President	Secretary	Date of Election
Faculty Assoc.: U.B.C.	W. C. Gibson	L. W. Shemilt	April
Assoc. Teaching Staff: Alberta	H. C. Melsness	D. B. Robinson	April
Faculty Assoc.: Saskatchewan	V. C. Fowke	D. R. Cherry	April
United College Association	G. E. Taylor	A. W. Longman	March
Assoc. Academic Staff: Manitoba	M. S. Donnelly	(Miss) Lorna Davis	April
Faculty Assoc.: McMaster	F. W. Waters	R. P. Graham	April
Faculty Assoc.: Ont. Vet. College	J. P. Gilman	H. C. Rowsell	May
Assoc. Teaching Staff: Toronto	K. C. Fisher	G. C. Walker	December
Faculty Assoc.: Queen's	S. D. Lash	J. W. Ambrose	April
Staff Assoc.: Carleton	S. R. Mealing	Ellenor Swallow	October
Assoc. University Teachers: McGill	J. C. Weldon	P. F. McCullagh	November
Assoc. University Teachers: Sir George Williams	N. Smith	(Miss) Edna Vowles	April
Assoc. des Prof.: L'Univ. Montreal	Pierre Dansereau	Lucile Laurendeau	November
Assoc. des Prof.: L'Univ. Laval	L. Berlinguet	R. Tremblay	March
C.A.U.T. Branch: Acadia	H. F. Sipprell	(Miss) H. Beals	May
Faculty Assoc.: Dalhousie	C. B. Weld	H. F. Aikens	October
Teaching Assoc.: Memorial (Nfld.)	W. G. Rowe	T. C. Noel	October

C. A. U. T.

ACTIVE COMMITTEES IN LOCAL ASSOCIATIONS

U.B.C.	Alberta	Saskatchewan	United	Manitoba	McMaster
Personnel Services	Salaries	Pensions	Salaries	Academic Load	Pensions
Salaries	Staff Welfare	Patents		Insurance	Housing
Recreation	Pensions	Salaries		Pensions	Salaries
Faculty Club	Academic Welfare	Charitable Donations		Salaries	Scholarly Finance
Pensions				Housing	Conditions of Work
Sabbatical Leave				C.A.U.T.	University Government
Membership				Editorial	
Faculty Participation				Intersessional Work	
C.A.U.T.				Tenure	
				Publicity	

O.A.C.	O.V.C.	Toronto	Queen's	McGill	Laval	Acadia	Memorial
Salaries	Seminars	Policy	Health Insurance	Salaries	Teaching Loads	Committee on Grad. Scholarships	Salaries
Sabbatical Leave	Insurance	Salaries	Staff Housing	Administrative Procedure			Student Housing
	Finance	Pensions	Pensions	University Future			
			Scholarly Research	Sickness Insurance			
			Salaries	Age of Retirement (Completed)			
			Terms of Employment				
			Bursaries for Staff Children				

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